

ABSTRACT

Providing an allowance calculation program, which is processed to compute the allowance by matching a value calculation processing operation to the total allowance and taking not only the pertinent term valuation but also the past valuation result into considerations so as to stringently relate stringent personal valuation result to the corresponding value and be able to obtain the valuatee's agreement.

The allowance calculation program is processed with a personal computer for reflecting the computer-processed personal valuation result on the calculation of allowances such as the wage based on job valuation, the bonus and the annual salary. The allowance is preliminarily set for each of personal valuation subject groups such as those of the same classes and kinds, and for each valuatee the values of the valuation mark based on the personal valuation as ability-wise index, the seniority-wise index such as the basic salary and the past allowance as past valuation result are inputted to the personal computer for processing to calculate the allowance to be paid to each valuatee.